

RRAC Applicant Privacy Notice

The Reproductive Rights Activist Collective (RRAC) is committed to protecting your privacy and handling your personal information responsibly. This notice explains how we collect, use, store and protect information provided as part of our recruitment and selection processes.

What information we collect

When you apply for a role or programme with RRAC, we may collect information including:

- your name and contact details;
- your location and other information relevant to eligibility;
- information you provide in your application about your experience, skills, and motivation;
- information about your lived experiences or connection to communities affected by reproductive injustice, where you choose to provide this;
- equality and diversity information;
- and any other information you choose to provide as part of your application.

Some of this information may be considered sensitive or "special category" personal data under UK data protection law, including information relating to ethnicity, health or disability, sexual orientation, or other sensitive aspects of your identity or experiences.

Why we collect and use your information

We use personal information to:

- administer the application process;
- assess applications and select participants or volunteers;
- communicate with applicants about their application;
- help us build a cohort that includes relevant lived experiences and perspectives from communities affected by reproductive injustice; and
- monitor and improve the accessibility, reach and inclusivity of our recruitment.

We will only collect and use information that is relevant to these purposes.

Who has access to your information

Access to application information is limited to a small number of authorised RRAC team members who need it for recruitment, selection or administration.

People with access are expected to keep applicants' information confidential and use it only for the purposes described in this notice.

We do not sell applicants' personal information.

How we keep your information secure

Application information is stored electronically using secure, access-controlled systems.

Access is restricted to authorised individuals and accounts with access are protected by security measures including two-factor authentication.

We regularly review who has access and remove access when it is no longer required.

How long we keep your information

We will normally keep application information for no longer than 12 months after the recruitment process has ended.

After this period, personal information will be securely deleted unless there is a specific reason why we are required to retain it for longer.

We may retain anonymous or aggregated information about our recruitment where individuals can no longer be identified. This may include overall diversity monitoring statistics and information about how applicants heard about RRAC or where they found our recruitment materials (for example, through our website, social media or community networks). We use this information to understand the reach of our recruitment, assess whether our targeted recruitment approaches are working, and improve future Bootcamps..

Your rights and choices

You have rights over your personal information under UK data protection law. Depending on the circumstances, these may include the right to:

- ask what personal information we hold about you and request a copy;
- ask us to correct inaccurate information;
- ask us to delete your information;
- ask us to restrict or object to how we use your information; and
- withdraw consent where we rely on your consent to use particular information.

To make a request or ask a question about how your information is being used, please contact:

activistcollective@abortionrights.org.uk

You also have the right to raise a concern with the Information Commissioner's Office (ICO).

Changes to this notice

We may update this privacy notice from time to time. The most recent version will be made available to applicants.

Last updated: 29/09/2026